

NATIONAL INDEPENDENT LABOR JOURNAL

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OFFICIAL ORGAN OF THE CONFEDERATED UNIONS OF AMERICA
VOICE OF INDEPENDENT UNIONS

JUNE—1961

Conference Of Independent Unions July 13, 14 and 15th Washington, D.C.

By Joel D. Blackmon

General Counselor
Confederated Unions of America

The constant drive by the big labor unions to take over the independent unions is receiving added impetus from the fact that presently the Department of Labor and the General Counsel Office of the National Labor Relations Board are prone to favor these groups.

The so-called "organized" group has been losing membership during the past few years because of the bad publicity which they created and also because of their internal struggles. This loss of membership with its corresponding loss of dues has caused this group to look for greener pastures and new treasuries to gobble up. Their top heavy salaries, new buildings, and high administration expenditures are forcing a drive to get new suckers to foot their bills.

The independent unions who

are capable of managing their own affairs and who know more about their own problems than anyone else, must be particularly alert to the present drive by outside unions.

The way the independent unions can counteract their propaganda campaign is to bring these facts to light. A real clincher in most every case is to compare the wage contracts and working conditions that have been negotiated by the local independents with that of the propaganda group in the area. You will find that you have nothing to gain from this so-called "big group" but the loss of your own local autonomy and local controls and a tremendous increase in dues. Oh, yes, you would also gain a business manager from some distant big city over whom you have no

(Continued on Page Five)

Kennedy Asks NLRB Change

President Kennedy sent to Congress a National Labor Relations Board reorganization plan designed to speed processing of unfair labor practice cases.

A source close to the administration said the NLRB plan has been under study at the White House for some time.

The plan would delegate to trial examiners in NLRB regions throughout the country the board's power to determine the facts and pronounce decisions in cases involving charges of unfair labor practices.

The board could be appealed to by parties in a case once the examiner's decision was announced. And the board could either agree to review the case or, as the U.S. Supreme Court

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Meeting Time - - 10 a.m. to 5 p.m. at Willard Hotel Congress Room

TO: ALL INDEPENDENT UNIONS WITH TWO OR MORE LOCALS

This meeting is being called in order for National Independent Unions or Independent Unions with two or more locals to meet and discuss the many problems that confront them today.

This meeting scheduled as "Conference of Independent Unions" is not an organizational meeting nor is it for any individual unions to be recognized.

In order for Independent Unions to protect their independence and their respective membership gains and gain the recognition the Independent Unions deserve in the Halls of Congress, a meeting such as this is necessary in order for us to be heard.

It is felt by a meeting such as this, much can be accomplished to bring about the recognition the Independent Unions have been denied in the past.

The presidents advisory committee has four men from the AFL-CIO on it and the same is true in all other committees, but the Independent Unions are not recognized on any of them—why?

The stock answer we have been given by the Dept. of Labor in the past was for the Independent Unions to get together and name men to speak for them and they would be considered.

It was pointed out of the 2,500 local unions representing many millions of workers that it was practically impossible to recognize any one individual group to speak for the Independents, unless the Independent Unions so designate someone with authority.

Of the some 60 Independent Unions that are National in scope and those that represent two or more locals, it is felt at this meeting four or more men could be selected by the unions in attendance to speak for the Independents and that the Standing Body of Independent Unions would serve as an Advisory Committee to this four man committee which would at least be a step in the right direction.

With the many Independent Union Leaders in attendance a program can be formulated whereas the Independent Unions can make those in the Halls of Congress recognize their potential strength, which has been estimated at 30 million, twice that of the combined AFL-CIO Unions.

There are also many problems such as Unemployment, Automation, Foreign Imports, Shorter Work Week and etc. that has affected every respective member in your union and at this meeting, the views of Independent Labor Leaders can be heard and a program adopted to do something about these matters that has had a great impact on the economic conditions of your union and the United States.

Those attending this meeting will also have an opportunity to visit their congressmen and let their views be known.

The Secretary of Labor Mr. Arthur Goldberg has been requested to speak at the "Conference of Independent Unions", as well as other officials.

It will be appreciated if you would fill out the enclosed form so as we can be sure of hotel accommodations and etc.

A block of rooms have been set aside for arrival July 12, 1961 to attend this meeting and you are requested to make your indi-

(Continued on Page Five)

The Annual Escape From "Things"



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OUR REASON FOR EXISTENCE

It shall be the constant policy
of this newspaper:

1. To publish news of interest to its subscribers and friends regarding all things pertaining to the working man and his family.
2. To aggressively advocate and pursue plans that will increase the economic advantages of the laboring and producing millions of our American people.
3. To be vigilant in protecting the gains made by working people through their Unions in recent years.
4. To be active in obtaining for Labor, a greater share of the fruits of our production.
5. To further the organization and growth of independent Labor Unions.
6. To do all these things in the American way; that is by lawful and free Constitutional Government.

Youths Advised On Summer Jobs

Teenagers planning to work this summer can get some pointers from the U.S. Labor Department on suitable jobs and how to go about landing them. The Department has issued a series of leaflets directed to these youngsters and their counselors.

About 4¼ million youths from 14 to 17 are expected to get jobs after school closes in June. Although State and Federal laws regulate the employment of minors, many types of jobs can be successfully — and legally — held by teenagers.

However, they may find it harder to get jobs this summer. The number of teenagers is at an all-time U.S. high, and employers are demanding higher levels of education and training.

That's why the Department advises the summer jobseekers: Plan to return to school in the fall. Complete your education and add to your job potentialities.

The leaflets issued by the Department's Bureau of Labor Standards are: "Young Workers Under 18," "Summer Jobs for Students," and "Stay in School."

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Old-Age Pay Abroad Reaches \$70 Million

Washington — The United States is sending \$70,000,000 per year in social security checks to people in foreign countries.

Italians who have retired to their native villages after working in this country get the greatest share of this social security. About one-fourth of the total, or \$18,000,000 a year, goes to social security pensioners in Italy.

As of June 30, 1960, there were 23,555 persons in Italy receiving \$1,496,000 per month in social security, an average of a little more than \$62 per person.

A total of 93,574 persons in 100 foreign nations received total monthly payments of \$5,862,480 last year.

The flow of social security benefits abroad has been under study as part of the general problem of restricting the flight of gold from the United States.

The possibility was explored that social security payments to pensioners in foreign countries might be made in local currencies, or "counterpart funds" which are generated by the U.S. mutual security program.

But the idea of using "counterpart funds" appears to be unfeasible.

James F. Kelly, budget officer of the Department of Health, Education and Welfare, said "we have had a partial exploration of this with the Treasury, but current indications are that the amounts of money are very small in the countries where surplus currencies exist."

Kelly's testimony was given in a House Appropriations Committee hearing.

The gentle rain of social security checks falls in nearly every quarter of the globe.

In Hong Kong, 552 persons get checks totalling \$28,948 per month. In Japan, 2,973 retirees get social security from the United States at the rate of \$182,545.

Even in the little known Ryukyu Islands, there are 280 persons getting \$14,656 a month.

Canada was second to Italy in the number receiving social security checks from Washington (12,327) and in their monthly benefits (\$715,577).

But taking the size of the country into consideration, the little kingdom of Greece does pretty well. There are 9,739 persons in Greece getting \$633,288 a month in social security from the United States.

In Ireland, 2,648 old folks sit on the porch, waiting for the mailman to bring them \$180,402 in good U. S. government checks.

The only iron curtain coun-

Free copies of the leaflets and a related one entitled "Memo to Employers" may be obtained from the Bureau of Labor Standards, U.S. Labor Department, Washington 25, D.C., as long as the supply lasts.

try with benefits sizable enough to list is Poland. There, 799 social security beneficiaries receive checks totaling \$46,969 per month.

Even in Cuba, now isolated from the United States, there are 399 retirees getting \$25,818 a month in social security benefits.

866,000 Ask Extra Benefits

The Kennedy Administration's emergency program for those whose regular jobless benefits have run out is going full tilt, the Labor Department reported last week.

Latest figures available as this issue showed that 866,000 jobless workers have filed claims so far. Benefit payments under the Temporary Extended Unemployment Compensation (TEC) program began in mid-April.

The figures also show that about one in five workers currently seeking jobless benefits is applying under the new program.

Six large industrial states currently account for nearly half of the applicants for TEC benefits. These states are California, New York, Michigan, Pennsylvania, Ohio and Illinois. All 50 states are participating in the program.

The Labor Department also announced last week that the first in a series of special surveys of TEC beneficiaries has gotten under way. The research studies, required under the TEC law passed by Congress, are designed to help the Labor Department evaluate the program.

TEC applicants, chosen at random, will be asked about past jobs, family status and income.

The Labor Department emphasizes that answers to these questions will in no way affect the jobless worker's eligibility for future benefits. The answers will be kept in strictest confidence.

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U.S. Probes Books Of Cab Union

The U. S. Bureau of Labor-Management Reports, under the Landrum-Griffin labor reform law, is investigating the financial reports filed by Joseph P. Glimco's Local 777, Taxicab Drivers Union.

Two government accountants are going over Local 777's income, expenses and records for 1959 and 1960 at union headquarters, 1213 S. Blue Island.

The financial reports are filed with the secretary of labor.

Commissioner John L. Holcombe of the bureau ordered the investigation and issued a subpoena to make certain that the records would be available.

The accountants also will check with persons listed as having received the money.

Meanwhile, Dominic Abata, head of the Local 777, Democratic Union Organizing Committee—the union's anti-Glim-

co faction—asked for a three-way check on the union's expenses in the coming collective bargaining election.

The National Labor Relations Board has ordered an election to determine whether the more than 5,000 Yellow Cab Co. and Checker Taxi Co. drivers and garage employees want to be represented by Glimco's union, the DUOC or no union.

Abata said he wants to be sure that union money is not spent in attempts to buy votes.

The Landrum - Griffin law empowers union members to sue for recovery of union funds that officials may spend for illegal purposes.

Union Misconduct Prober Named

Saul Wallen of Boston has been appointed hearing officer to investigate charges of possible misconduct against officers of a Chicago local of the Building Service Employees International union, AFL-CIO.

Appointment of Wallen was announced by David Sullivan, general president of the BSEIU.

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LOCAL 50, U.I.U. SIGNS ANOTHER CONTRACT

The Production & Miscellaneous Workers Union, Local 50, aff. with the United Independent Union, C.U.A., recently signed a labor contract with the Stella D'Oro Biscuit Co., distributors of baked products.

Jack Dean, general organizer for the union said, "Under the present contract the driver-salesmen of the company will be

among the highest paid in the business in this area." Frank Chiappardi, Executive Director of the local and also third Vice-President of the Confederated Unions of America, stated that "this is further proof that what 'organized labor' can do, we independents can do, if not just as good, better."

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Minimum Wage Victory Is Won

By Duane Emme

The Administration won a major victory on Capitol Hill when Congress enacted a minimum-wage bill that generally followed the recommendations made by President Kennedy. The measure was worked out earlier in a Senate-House conference committee.

Passage of the bill also was a victory for unions and liberal groups who have pressed such legislation in recent years, for progressive lawmakers who have fought the battle in Congress, and most of all for millions of America's lowest-paid workers.

The legislation raises the hourly wage floor for workers now covered by the Wage-Hour Act from \$1 to \$1.15 in four months and to \$1.25 in September 1963. Under this provision, some five million workers are assured of a pay boost over the two-year period.

Perhaps even more important, the new law extends the Act's coverage to about 3.6 million workers who have previously been denied its protection. Most of them are in large retail

stores. Others are employed in construction, telephone companies, fish-processing, transit firms and wholesaling.

Administration supporters made some concessions in the conference. New coverage was cut about 400,000 from the four million that would have been added under a Senate-passed bill. But this still was a big improvement over the House-passed measure that would have added only 1.2 million new workers.

The Senate vote of 64 to 28 for the conference bill was as expected, but House passage, 230 to 196, brought out considerably more support for the Administration than had been counted on. The House has been the stronghold of the Re-

publican-Southern Democratic conservative coalition.

Heavy attacks on the measure by Senate Republican Leader Everett Dirksen (Ill.) and GOP House Republican Leader Charles A. Halleck (Ind.) failed to hold the coalition. A number of Southern Democrats voted

for the bill in both houses; so did many liberal Republicans.

Undoubtedly, President Kennedy's influence also was a key factor in the outcome. As one opposing Republican in the House lamented, "We just don't have the White House on our side."

Secretary of Labor Arthur Goldberg called the bill "a great advance in our nation's social legislation." Yet, he recognized that it was only a "first step" toward providing wage protection "to all Americans whom the Federal law can appropriately cover."

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May 25, 1961

C.U.A. News Letter

AFL-CIO Battle Over Job Rights

A split between AFL craft unions and CIO maintenance craft unions in industrial plants is fast coming to a head.

There was approximately 110 representatives of 21 industrial craft unions in Austin, Texas, at a closed door meeting recently to form an Industrial Union Conference.

The group bitterly opposed the move by AFL craft unions primarily in the construction field attempting to claim jurisdiction of the work in industrial plants maintenance craft unions of which was mostly CIO locals before the merged AFL-CIO agreement.

This is the first time the industrial unions have met separately since the merger of the two National Unions in 1955 and they contend they will keep meeting separately.

This rift also has developed in other areas of the country such as St. Paul, Minn. and old rivalries are still fresh in the Chicago, Ill. area where the AFL-CIO groups have never merged.

The AFL groups have banded together to take over the Industrial Craft Unions and have submitted brochures to manufacturers promising no seniority agreements, no retirement, or costly insurance programs, and no vacation schedules to worry about if they will turn repair and maintenance work over to AFL.

What the AFL failed to tell the manufacturers was when they struck one craft, all crafts stopped work and that the 327 strikes at Cape Canaveral would smell sweet under the individual craft arrangement.

Subcontracting Work Out Injunction Upheld

The U.S. District Court of Eastern Wisconsin has issued an injunction against the contracting out of the bargaining units work even though the contract was silent on this matter. (Auto Workers vs. Webster Electric Co.)

Withholding Tax Funds Illegal

There was \$236,843,000 deducted from employees wages for withholding taxes that employers failed to pay to the U.S. Government to be credited to the employees account. Of the 268,396 employers that have not turned these funds over to the government, only approximately 10 have been convicted of cheating their employees.

Conviction is jail sentence up to one year and by fines up to \$5,000 or both.

Supreme Court

Has told NLRB to quit ordering blanket refund of dues and fees collected under illegal security contracts and that hiring halls did not have to meet standards prescribed by the Board.

The court also ruled a contract agreement requiring foremen to be union members was not illegal.

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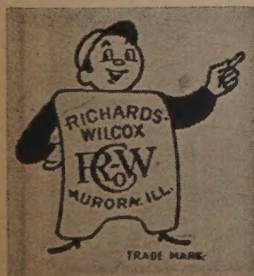
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Condemn Efforts to Make 'Scapegoat' of Labor For Lags at Missile Bases

Efforts to heap all the blame on organized labor for delays in the nation's missile program finally began backfiring during the past weeks. Among the developments were these:

1. Secretary of Labor Arthur Goldberg, in launching moves for a program to insure labor-management peace at missile sites, told a press conference:

"I have no intention of making anyone a scapegoat (for purported delays in missile base construction). We need a greater sense of urgency on the part of every one in the missile program."

He made that statement in answer to a newsman's question on whether labor was being made the scapegoat for the faults of others. Thus, in effect, he disowned the campaign being conducted in the press and elsewhere to pass the buck to organized labor for all missile program deficiencies.

2. President C. J. Haggerty of the AFL-CIO Building Trades Department revealed that he had been waiting for 10 days to give the union side of the story

before a Senate Investigations subcommittee headed by Senator John L. McClellan (Dem., Ark.), but failed to get on the stand.

Then the committee suspended hearings, without giving him a chance to be heard, presumably to give Goldberg time to develop his program. So Haggerty filed a statement with that body giving facts to show that inefficient management and constant changes in erection plans were largely responsible for lags in missile base construction. He also criticized the committee's hearings as "one-sided."

3. The New York Times, which has been one of the few papers to give a balanced account of the McClellan committee hearings, carried this flat statement in a story written by Peter Braestrup of its Washington staff:

"Both in testimony before the subcommittee and in interviews, Pentagon officials have indicated that work stoppages as such have not been the prime cause of delays in the missile-base program."

Braestrup pointed out that last year 84,000 man-days were lost on all sites, or 1.4 per cent of the man-days worked. "That percentage has since declined sharply, but this aspect was not stressed in the McClellan hearings," Braestrup wrote. Even a

1.4 per cent delay could hardly account for all the lags in the missile program.

Moreover, he cited Air Force statements that the main problem is "concurrency," a process where by "hundreds of complicated changes must be ordered during construction of the base to fit changes in the missile itself." This has been a major factor in the delays.

Goldberg launched his series of meetings last week with government officials, contractors and labor leaders to secure their help in formulating a program

that will speed up construction and minimize disputes at missile bases.

Goldberg anticipated that the meetings would result in a Presidential directive to cover work procedures at bases and provide permanent machinery for settling disputes over job jurisdiction and working conditions.

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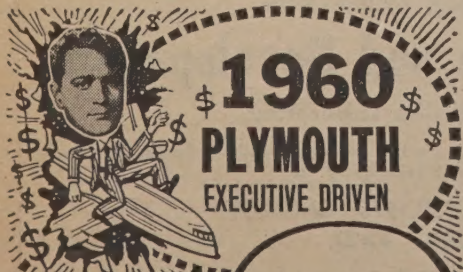
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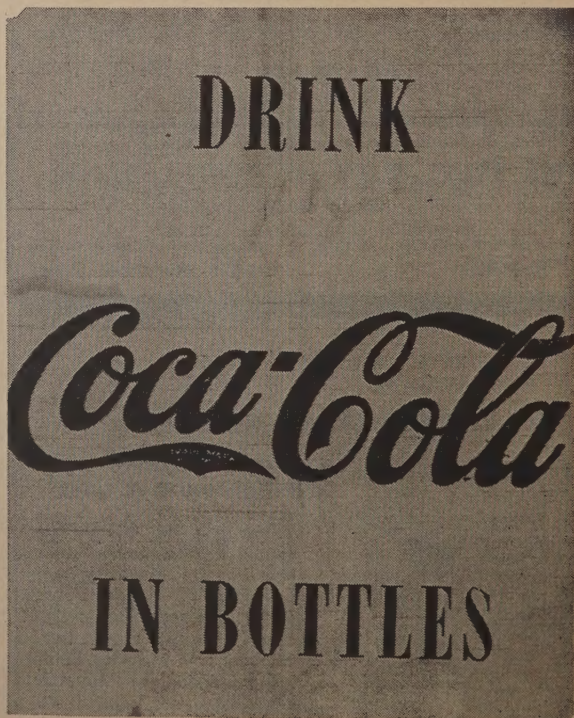
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ASTRONAUT'S FLIGHT BUOYS U.S. IN SPACE

America's position in the space race began to look better following Commander Alan B. Shepard Jr.'s epochal 15-minute flight, less than a month after Soviet Major Yuri Gagarin became the first man-in-space.

Shepard's space capsule was much slower and covered far less distance than Gagarin's. On the other hand, Shepard was able to maneuver his odd-shaped craft to some degree, which Gagarin apparently couldn't.

President Kennedy joined other Americans and foreigners in hailing Shepard's feat. "We are behind," the President also conceded, referring to the space race. "But we are working hard and we are going to increase our efforts," he added.

U. S. space chiefs hope to put one of our astronauts fully into orbit before the end of this year, so that he can circle the earth the way Gagarin reportedly did.

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Bosses Holding Back \$236 Million in Taxes

Employers deducted \$236.8 million from their employees' wages for Federal withholding taxes in 1960 and then failed to turn the money in to the government, Senator John J. Williams (Rep., Del.) told the Senate.

The comparable 1959 total of "lost" withholding taxes was \$216.4 million, Williams noted. He said altogether 268,396 employers are liable to criminal penalties for breaking the law in this way — but so far only nine have been convicted or indicted. In most cases, this delinquency is held due to financial difficulties by the companies; in some, however, outright evasion is alleged.

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(From Page One)
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Independents, ask yourself this question—Why is this outside group on the down-grade, if they are so good? Is it because their own membership has seen the light and are tired of being their beast of burden?

The Confederated Unions of America firmly believe that independent unions are capable of running their own affairs better than any outside group. Watch out for the "sell-out" group in your own membership.

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(From Page One)
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Kennedy Asks—

(From Page One)

does in a majority of appeals, refuse to consider it.

NLRB members have indicated that the board would reconsider cases only where there was a substantial question of law or board policy involved, where the examiner was clearly wrong in procedure or made an obviously prejudiced decision.

The plan follows close upon similar reorganizations proposed for the Civil Aeronautics Board, the Securities and Exchange Commission, the Federal Trade Commission and the Federal Communications Commission.

Presidential adviser James M. Landis devised the general plan with a view to speeding regulatory agency procedures.

Strong Opposition

The FCC plan was defeated Tuesday by a House Government Operations subcommittee. And the plan for the Federal Power Commission was described by an administration spokesman as "the donnybrook" of the whole system.

But there was indication in Congress that the NLRB plan would not meet much opposition. Rep. Roman C. Pucinski (D-Ill.) said he thought "this bill has a fair chance."

Under terms of the Administrative Reorganization Act, the plan automatically becomes ef-

fective unless it is vetoed by either house of Congress within 60 days of introduction.

The plan would complete a two-part program of the NLRB in revising its functions. Board Chairman Frank McCulloch said the idea of the program is "to give us more time to consider basic policies and handle hazardous cases."

1,200 Cases Pending

Under present procedures, the NLRB in Washington reviews all decisions of regional directors and all recommendations of trial examiners. It has pending before it 1,200 cases, many of them delayed so long as to make a ruling virtually ineffective in correcting tangled union-management arguments.

The first part of the reorganization plan was effected May 15 on an order from the board. Under that order, regional directors were given the authority to decide all representation cases, which make up the majority of board actions.

Specifically, the order gives the directors power to "determine the unit appropriate for the purpose of collective bargaining, to investigate and provide for hearings, and determine whether a question of representation exists, and to direct an election or take a secret ballot . . . and certify its results."

In the order, the board agreed to review cases on appeal from the regions:

1. Where basic law or policy is questioned, either in absence of or on departure from board precedent in similar cases.

2. Where the regional director is clearly wrong and his error prejudicially affects parties in a dispute.

3. Where the conduct of the hearing has prejudiced a case.

4. Where there is a compelling reason for reconsideration of an important board rule or policy.

Generally, labor lawyers here and in Washington, agreed that a speed-up is necessary, but some were hesitant about the procedures.

Unions Watchful

However, it was learned that in Chicago and Detroit, lawyers for locals of several international unions have been told to forward to their major headquar-

ters all rulings, decisions and procedures of local NLRB officials, for study and action.

United Auto Workers' lawyers intend to collate and study board procedures within their own areas and on a national level.

Locals of the Building Service Employees International were asked to send local board decisions to the union's chief counsel here.

And similar directives were given Monday to the Amalgamated Meat Cutters and Butcher Workmen locals by that union's chief counsel, Lester Asher of Chicago.

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Congress To Act On School Aid Bills

U.S. Senators are scheduled to act on the nation's twin problems of overcrowded schools and underpaid teachers.

President Kennedy's three-year program provides for Federal grants to the states either to construct public schools or pay public school teachers' salaries. No aid to private or parochial schools is included.

Specifically, the measure sponsored by Sen. Wayne Morse of Oregon and 20 other Senate Democrats calls for:

- Grants to states totaling \$2,550,000,000 over three years. States can decide whether they want to spend the money for construction, teachers' salaries or both.

- A split of the money under a plan by which poorer states would receive more per pupil than the well-to-do states. At the same time, states will have to maintain or improve their own level of support of the schools. Otherwise they won't qualify for a full allocation the last two years of the program. Purpose of the sliding-scale feature is to try to equalize schooling between the states.

- Agreement by each state to spend an amount equal to a tenth of the first-year Federal grant on special projects each year. These would be projects designed to attack particular public school problems of the state.

- A three-year continuation of the present program of Federal aid to school districts affected by nearby large Government installations.

Although no aid to private or

parochial schools is provided in the Senate bill, it's expected to be a hot issue. Sen. Barry Goldwater of Arizona, who opposes any Federal school aid, has promised to offer an amendment on the floor to give help to non-public schools.

Abraham Ribicoff, Secretary of Health Education and Welfare, described the plight of the schools before a Senate subcommittee. Here are highlights of his testimony:

Right now over a third more children are going to school than the schools were built to hold. The buildings are short 131,000 classrooms and the shortage is twice as acute as it was six years ago.

Over the next five years, the number of school children will increase by at least 1,000,000 each year. Some 416,600 new classrooms will be needed. These will require about 300,000 more teachers.

On the average, teachers in the U.S. earn a fraction more than \$103 a week, figuring their salaries on a 52-week basis. However, earnings of teachers in 28 states fall below this level. Mississippi teachers are at the bottom of the list. They average \$68 a week.

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Rock 'n Roll, Disk Jockeys Features At '61 State Fair

SPRINGFIELD, ILL.—A rock n' roll contest, a disk jockey cavalcade and an evening dance to live music will be new features at the 1961 Illinois state fair.

Franklin Rust, general manager, announced plans have been completed for the rock n' roll competition each day from 10 a.m. to noon. Cash awards, trophies, medals and a chance for a contract with a national recording firm will be among the prizes.

The disk jockey cavalcade will feature the appearance of well known Illinois disk jockeys who will spin their platters and conduct a dance program for the young set each day from 1 to 5 p.m.

Dance Bands

The evening feature will be dancing to well known bands with a disk jockey acting as master of ceremonies.

The roof garden of the Illinois building at the main en-

trance of the fairgrounds is to be transformed into a glamorous dance area.

Rust said the rock n' roll competition will be open to any youngster who has passed his 10th birthday and not yet reached his 20th birthday.

Soloists, vocal groups, instrumentalists, or combos may enter. Dancers, monologists or comedy groups are not included as the competition is for musical groups only. No more than eight minutes will be allowed each act.

Recording Stars

A final contest will be held on the last Saturday of the fair and a recording will be made of the first place winner. Cop-

ies of the recording will be sent to major record companies.

Rust said the disk jockey show in the afternoon and evening will also feature the appearance of many recording stars.

Information and application blanks can be obtained by writing Glen Farrington, Illinois State Fair, Springfield.

The 1961 Illinois state fair will open Aug. 11, and continue through Aug. 20.

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(The telephone rings in a Chicago District Office of the Social Security Administration.)

Staniec: Hello, Staniec speaking.

Fulton: Hello, Staniec, this is Chester Fulton. Several union members have been asking questions about their children's activities in baby-sitting and doing other work in private homes during the summer months. Could you give me some information about whether these youngsters are under social security while doing this kind of work?

Staniec: First, I'm going to define household workers. This category includes maids, cooks, gardeners, valets, chauffeurs, and like workers performing household work in or about a private home . . . also, any person who comes regularly into a private home to care for children, whether an adult or a teen-age "baby sitter."

Fulton: I see. Suppose a union

member has someone to come into his home and take care of his mother who is an invalid and needs someone to be with her all the time. Will this person be covered as a household worker?

Staniec: This will depend upon the circumstances of the work and just who is hired. For example, if you have a registered nurse, she is self-employed. But if the person is a practical nurse or other person who is under your control, she may in some cases be considered a household employee and these rules may apply.

Fulton: Just what are the responsibilities of the home owner who has one or more household workers in his employ?

Staniec: The employer in this case, as in the case of most other employers, must deduct 3 per cent of the total earnings from the worker's wages and contribute an equal amount as his con-

tribution to the social security tax.

Fulton: Does this always apply to all wages which are earned as a household employee?

Staniec: No, it does not always apply. If the total amount of cash wages earned by an employee in a calendar quarter as a household worker is less than \$50, these earnings do not count toward social security benefits and no social security tax can or should be paid on these earnings. But if a person earns at least \$50 in a quarter, which is just \$4 per week, the employer is required by law to pay the tax. This means at least \$50 from one employer, and not a total of \$50 from several employers.

Fulton: I've read that there are changes in the law affecting parents' work for a child. Does this apply to household work?

Staniec: No. Work performed as an employee in the household by a parent for his son or daughter, by a child under 21 for his parents, by a husband for his wife, or by a wife for her husband is not covered under the law. The change made by the 1960 Amendments giving coverage to a parent for work performed for his son or daughter does not apply to work done in or about the house.

Fulton: How does the employer report the wages of his household employee?

Staniec: Before the end of the month after the close of the

particular calendar quarter to be reported, the employer must send the tax which he has withheld together with his contribution to the District Director of Internal Revenue. For example, for the quarter ending June 30, he has until July 31 to report. Upon receipt, Internal Revenue will put a household employer on a mailing list to receive the simplified self-mailer envelope on which to report the wages of household employees. This is called Form 942. If the employer has employees in a business, he may report the household employee on the form used to report his business employees.

Fulton: I'm interested in knowing what the employer must report besides the tax.

Staniec: Along with the tax due, the employer must send the full name and the correct social security account number of the employee. The employee should be asked to show his social security card, and the name and number should be copied from the card. If the number is given from memory, the memory may be faulty and cause the wages to be incorrectly reported for some other worker. If for some reason the employee does not have an account number, then the employer should obtain and send with the tax a completed appli-

cation for social security account number. He can get this application from his local social security office, or any post office.

Fulton: Are room, board, streetcar or bus fare counted as earnings for social security purposes?

Staniec: No, only cash payments count toward the \$50 requirement and as social security earnings. But all cash paid counts, even if part of it is paid to cover the cost of room, board or transportation.

Fulton: If a child earns under \$600, must his earnings be reported for social security?

Staniec: I'll have to give you a qualified "yes" on that, because as I mentioned earlier, his domestic employer will report his earnings only if he earns \$50 in the calendar quarter. Other employers will report any earnings, either more or less than \$50 per quarter.

Fulton: I appreciate this information, and will call again. Goodbye.

Staniec: Goodbye. Call any time.

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